



QUESTIONS FOR COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES NOMINEE

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COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES (CHRO) ([CGS § 46a-52](#))

- The commission consists of nine members. The governor appoints five and legislative leaders appoint four. (The Senate president pro tempore and minority leader and the House speaker and minority leader each appoint one.)
- The governor's appointees serve five-year terms; other members serve three-year terms.
- The commission oversees the state agency that enforces anti-discrimination laws in various areas, such as employment, housing, public accommodations, credit practices, and state services and programs.

QUESTIONS FOR THE NOMINEE

1. What is CHRO's primary mission?
2. In light of Ferguson and similar high-profile events nationally, what role does or should CHRO play in addressing discrimination on a broad level?
3. In 2015, the legislature enacted changes to CHRO's procedures for processing discrimination complaints, such as (1) allowing the respondent to elect pre-answer conciliation and (2) shortening certain time frames for CHRO's complaint processing ([PA 15-249](#) and [PA 15-5, June Special Session](#)). What impact will these changes have on CHRO and the involved parties? What other changes would you recommend?
4. New legislation subjects certain state-financed public works contracts awarded by municipalities to state set-aside requirements for small and minority contractors ([PA 15-5, June Special Session](#)). These contractors now must also comply with nondiscrimination and affirmative action requirements that already applied to state contractors. What is CHRO's role in enforcing these provisions?

5. The number of discrimination complaints filed with CHRO has been generally increasing in recent years. According to CHRO's [annual reports](#), there were 2,482 discrimination complaints filed in FY 15, up 14% from FY 14 and 19% from FY 13. What accounts for this increase? What types of cases have seen the largest increase?
6. CHRO participates in community forums and informational sessions to inform the public about the commission and provide information about discrimination. What more can the commission do to inform the public about their rights under the state's anti-discrimination laws?
7. What can a commissioner do to ensure the complaint investigation process is not only fair but is perceived as fair and unbiased by complainants and respondents alike?
8. What are your views on affirmative action? Is there any tension between affirmative action and the laws prohibiting employers and others from discriminating against people?
9. Human rights referees conduct hearings to determine whether discrimination has occurred, and they may remedy any discrimination they find. How much control, influence, or authority should the commission have over referees?
10. What do you think about expanding or narrowing the classes of people protected under Connecticut's anti-discrimination law? Do you have any suggestions?

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